



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC:** Adopt Resolution adopting Employee Separation from Employment Incentive to Full Time

District Employees for the 2015-2016 School Year

**SUBMITTED BY:** David Garcia, Assistant Superintendent **OF:** Human Resources Department

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** \_\_\_\_\_

**DATE ASSIGNED FOR BOARD CONSIDERATION:** January 20, 2016

**RECOMMENDATION:**

**RATIONALE:**

**BUDGETARY INFORMATION:**

**BOARD POLICY REFERENCE AND COMPLIANCE:**



# UNITED INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting  
January 20, 2016

## RESOLUTION ADOPTING EARLY NOTIFICATION OF EMPLOYEE SEPARATION FROM EMPLOYMENT INCENTIVE TO FULL TIME DISTRICT EMPLOYEES DURING THE 2015-16 SCHOOL YEAR

**Whereas**, the United Independent School District (“District”) will be implementing an Incentive Program for the early notification of resignations or retirements at the end of the 2015-16 school year for full-time employees that were employed for the entire 2015-2016 school year;

**Whereas**, eligible employees must submit their Separation from Employment form and the Incentive Agreement for Contracted Employees or Paraprofessional Employees to the District no later than March 4, 2016 at 5:00 p.m.;

**Whereas**, the District wishes to extend this incentive to its highly valued employees who have remained loyal to the District;

**Whereas**, the District’s implementation of a Separation from Employment Incentive Program will allow accurate staffing projections for the 2016-17 school/work year;

**Whereas**, the District will provide its current full-time employees with a one-time Separation from Employment Incentive Payment this school year, which will be provided as follows:

- \$ 1,000.00 for Contracted Employees; and
- \$ 500.00 for Paraprofessional/Auxiliary Employees

to be paid to eligible employees in accordance with District Guidelines established, which mandate minimum eligibility requirements and appropriate deadline regarding notification of separation from the District; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the United Independent School District that the District issue a one-time Separation from Employment Incentive Payment, as stated herein.

**SO ORDERED** this \_\_\_\_ day of \_\_\_\_\_, 2016.

**BOARD OF TRUSTEES:**

\_\_\_\_\_  
*Board President*

**WITNESSETH:**

\_\_\_\_\_  
*Board Secretary*